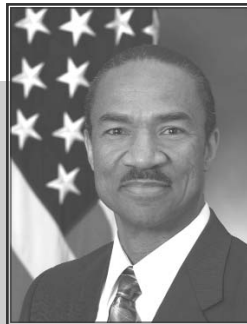


## From the Army Acquisition Executive

# People Make It Happen!



Our Army is the world's pre-eminent land force. It is respected by our friends and feared by our enemies. As Army Chief of Staff (CSA) GEN Peter J. Schoomaker recently stated, "We set the standard. We were part of the joint team that defeated the Taliban in Afghanistan and took down a brutal regime in Iraq. Today we are deployed and conducting contingency operations at an unprecedented pace. Our soldiers, civilians and their families set the standard every day for selfless service."

Although we are the world's most powerful, most capable and most respected Army, there is no written law that suggests our status will always remain that way. People will make that happen. In fact, people are central to everything we do in the Army. Institutions do not transform — people do. Platforms and organizations do not defend the Nation — people do. Units do not train, stay ready, grow and develop leaders, make sacrifices and take risks on the Nation's behalf — people do. As former CSA GEN Creighton Abrams once said, "People are not in the Army, they are the Army." And that statement is as true today as it ever was!

People are our most precious resource and we are investing appropriately to ensure that the Army's Acquisition, Logistics and Technology Workforce is prepared to achieve the Army's mission requirements — today and tomorrow. In accomplishing this, we developed the U.S. Army Acquisition Workforce Campaign Plan. The Campaign Plan will be briefed to the CSA and the new Secretary of the Army in early FY04 to ensure our goals and objectives are in total alignment with the Army's transformation.

Briefly, the Campaign Plan includes the following three strategic objectives.

- **Strengthen the relationship between the acquisition workforce and the operational Army — the warfighter.**

The AL&T workforce consists of 11 different acquisition career fields/tracks with more than 60,000 members. We are the people who, with our industry partners, research, manage, develop, test, evaluate, contract, field and sustain our warfighting systems and equipment. Without the right people providing world-class systems, the U.S. Army would not be the pre-eminent power that it is today. We must continue developing cohesion among our communities and continue conveying this message to the rest of the Army, the Department of Defense and Congress.

- **Provide a clearly defined environment for the entire Army acquisition community that encourages and offers career opportunities and leadership development at all levels for both civilians and officers.** We are developing and maintaining a professional workforce that is ready to meet the challenges that lie ahead. Successfully executing the Army's Acquisition Human Resource Strategic Plan is instrumental in reshaping our workforce.

- **Ensure that the Army's acquisition community is technically competent and responsive to the Army's current and future needs.** The AL&T workforce is leveraging state-of-the-art technology to always stay one step ahead of our adversaries. We are maturing our advanced technologies and integrating them into safe, effective, suitable and supportable warfighting systems.

Workforce initiatives are aimed at attracting the talent, providing the training and growing the leaders required for achieving successful transformation. They include recruiting and retaining initiatives, high-profile developmental assignments, advanced educational and experiential opportunities and expanding the Acquisition Personnel Demonstration Project.

This issue's lead article by LTG John S. Caldwell Jr., Military Deputy to the Assistant Secretary of the Army for Acquisition, Logistics and Technology and Director of Acquisition Career Management, expands on these three objectives and includes information on the Communication and Outreach Plan, which is aligned with the Campaign Plan. In addition, more than 50 percent of the AL&T workforce will be eligible to retire during the next 5 years, and Caldwell's article expands on our plans to "capture" the institutional knowledge of these skilled team members before they depart.

My organization has a clear vision: *equip and sustain the world's most capable, powerful and respected Army.* Our goal is clear: *deliver the most technologically advanced capabilities at the right time, right place and right price to operational commanders and their combat forces.* And last, our focus is clear: *design programs, develop people, streamline production and continuously develop process improvements.*

During the last year, while working on each of our four focus objectives, we centered our efforts on programs to meet major milestones successfully, ensuring that our weapon systems and equipment got into our soldiers' hands as quickly as possible. A focal point was also developing a world-class acquisition workforce. Our planning efforts are paying big dividends because the AL&T workforce is at the forefront in the march towards the Army's transformation to the Future Force. The workforce's collective expertise and abilities to research, manage, develop, test, evaluate, contract, field and sustain our warfighting systems are absolutely critical to the Army's overall success and we will continue to provide our warfighters the materiel they need to fight with greater lethality, survivability and sustainability — regardless of where the battlefield or mission takes them.

We accomplished much in FY03 but there is still much more left to do. So let's roll up our sleeves and continue working hard and working together in FY04. People make it happen and that's why I'm relying on each and every one of you!

**Claude M. Bolton Jr.**  
Army Acquisition Executive